



Women's Policy Staff

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NETWORKING & MENTORING

The following organizations are open to officers and enlisted.

Sea Services Leadership Association (SSLA): Fosters and encourages education, networking, and development. Provides a forum for discussion of common issues and concerns.
www.sealeader.org.

Women of Supply (WOS) Newsletter: Newsletter that provides networking, mentoring and information about professional development for female Supply Corps personnel. Visit the WOS facebook page for more information.
www.facebook.com/womenofsupply.

AcademyWomen: Nonprofit group dedicated to supporting the professional and personal growth of female military officers through mentorship programs.
www.academywomen.org.

The Leading Edge: Online community dedicated to providing networking, education, and mentoring for past, current, and future female Naval Aviators.
<http://groups.google.com/group/leading-edge-a-naval-aviation-community>

Society of Women Engineers (SWE): Nonprofit educational and service organization dedicated to establishing engineering as a highly desirable career.
<http://societyofwomenengineers.swe.org>

Women in Aviation International (WAI): Nonprofit organization that provides networking, education, mentoring and scholarship opportunities for women (and men) who are pursuing careers in aviation and aerospace industries.
www.wai.org

Navy Office of Women's Policy
OPNAV N134W
701 S. Courthouse Rd.
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Arlington, VA 22204

www.npc.navy.mil/AboutUs/BUPERS/WomensPolicy/

Women's Policy



"The role of women in our military is expanding at all levels. Those at the very apex serve as examples to younger women who are striving to make an impact and change the world for the better."

- Secretary of the Navy Ray Mabus

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OPNAV N134W, WASHINGTON, D.C.

MISSION STATEMENT: Advocate to civilian and military leadership, and fellow service members for gender equity and increased opportunities for women serving in the United States Navy to positively affect women's retention and promotion.

ROLES & RESPONSIBILITIES

- Interpret & influence policies for women in the Navy.
- Monitor Navy's implementation of the Secretary of Defense's repeal of the Direct Ground Combat Definition and Assignment Rule
- Monitor women at sea:
 - Shipboard habitability modifications
 - Female enlisted racks at sea
 - Quarterly accessions
- Monitor gender trends, including:
 - Retention
 - Attrition
 - Pregnancy & Parenthood
 - Recruiting
 - Promotion
 - Career Development
- Serve as the Navy liaison for:
 - Defense Advisory Committee on Women in the Services (DACOWITS)
 - DOD Women in the Services Review (WISR)
 - Women's integration into international militaries



PROGRAMS & INITIATIVES: LIFE/WORK PROGRAMS

PREGNANCY & PARENTHOOD: The Pregnancy and Parenthood instruction provides policy guidance for naval personnel who are or plan to become parents while serving in the Navy, and their respective commands. Pregnancy and parenthood are compatible with a naval career and the health and welfare of the Navy family is important to men and women, mothers and fathers. Navy encourages family planning to positively impact fleet manning and readiness, and helps ensure success for service member's families and careers.

CAREER INTERMISSION PILOT PROGRAM (CIPP): Extended through 2015, CIPP was created to allow for life/work balance. CIPP is an opportunity for up to 20 officers and 20 enlisted members annually to "off ramp" from active duty to the ready Reserves for up to 3 years while retaining health care, exchange and commissary benefits, and receive a limited monthly stipend. CIPP also includes a one-time move to the CONUS location of the service member's choice for the duration of program participation. Upon completion, service member returns to active duty with a 2-for-1 service obligation.

MATERNITY LEAVE: In lieu of maternity leave, the Navy authorizes 42 days of convalescent leave for postpartum servicewomen after discharge from a Medical Treatment Facility following an uncomplicated delivery or cesarean section. The attending physician may extend the convalescent leave based on medical complications. Regular leave can be used in conjunction with convalescent leave.

PATERNITY LEAVE: Up to 10 days of administrative leave for servicemen whose spouse gives birth to a child(ren).

ADOPTION LEAVE: Up to 21 days of leave for any service member adopting a child(ren), dependent on the unit's mission, specific operational circumstances, and the service member's billet.



References:

- OPNAVINST 1300.17B - Assignment of Women in the Navy
- SECNAVINST 1300.12D - Assignment of Women in the Department of the Navy
- OPNAVINST 6000.1C - Guidelines Concerning Pregnancy and Parenthood
- OPNAVINST 1740.4D - Navy Family Care Policy
- OPNAVINST 6110.1J - Physical Readiness Program
- OPNAVINST 5720.2M - Embarkation in United States Naval Ships
- MILPERSMAN 1300-1000 - Military Couple and Single Parent Assignment Policy



FIND US ON FACEBOOK! (CHOOSE A GROUP BELOW, GO TO THE URL, CLICK 'JOIN GROUP')

Female Navy Officers Facebook Group: <http://www.facebook.com/groups/femalenyavofficers/>

Female Enlisted Sailors Facebook Group: <http://www.facebook.com/groups/FemaleEnlistedSailors/>

Female Naval Aviators Facebook Group: <http://www.facebook.com/groups/FemaleNavalAviators/>